

## **CIVIL SERVICE COMMISSION REGULAR MEETING**

Tuesday, April 9, 2013, 2:00 p.m.

City Hall, 45 Lyon Terrace, Wheeler A and B, Bridgeport, CT 06604

### **MINUTES**

Commissioner Eleanor Guedes called the April 9, 2013 regular meeting of the Civil Service Commission to order at 2:16 p.m. Present were Commissioners Correa, McBride, Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and City Attorney John Mitola. Mr. Dunn said that Commissioner Rodgers called him before the meeting to say he had a problem at his office and that he was going to try to get to the Commission meeting. Commissioner Plummer was not in attendance.

Mr. Dunn introduced the Civil Service intern, Justina Outhavong, to the Commissioners. He told them that she is a senior from Fairfield University.

Commissioner Correa said she had recently called the Mayor's office about her term expiration date of October 2012. She was told that her reappointment is eminent so with that assurance she is at the meeting. Mr. Dunn said that he was under the impression that Commissioner serve until reappointed, even if the term has expired. Commissioner Guedes asked the status of all the Commissioners and Ms. Brelsford responded that the Civil Service office has contacted the Mayor's office in the past regarding term dates. Commissioner Correa added that she had been told the reappointment was administrative.

Mr. Dunn reminded the Commissioners that this October there would be an election for the employee representative on the Commission. He said he had the idea to get some voting machines from the Registrar but teachers and others would find it difficult to vote this way. Ms. Brelsford spoke of websites used for voting. Another option is a mailing via the United States Postal Service. Commissioner Correa asked that the Mayor's office be urged to complete the process as soon as possible for the appointed Commissioners.

#### **1. Meeting Minutes - APPROVED**

The Minutes from the regular meeting held on March 12, 2013 were submitted for review. Mr. Dunn reported that he reviewed them and found them to be in order. On a motion made by Commissioner Correa and seconded by Commissioner McBride the Minutes for the March 12, 2013 Civil Service Commission meeting were unanimously approved.

#### **2. Vacancies - APPROVED**

Mr. Dunn explained the vacancies to the Commissioners. Commissioner Correa inquired about the Airport Certification Specialist. Mr. Dunn explained that it is a non-competitive position, similar to a technician job, involving computer work. It also involves collecting fees from landing aircrafts, patrolling the perimeter of the airport, inspecting the runways; scaring off geese with a shotgun, etc. He added that

candidates are interviewed by John Ricci, the Airport Manager. Mr. Dunn said he wasn't exactly sure of the shifts, however, he believed that Airport Certification Specialists worked on a rotating schedule, 4 shifts/week, 10 hour shift/day. Commissioner Guedes asked if this is a provisional position and Mr. Dunn said no, that it is a permanent position, which has been in place for well over 20 years. Commissioner Correa asked if these types of positions are advertised and Mr. Dunn said that not usually because there is no budget for advertising. He said we have gotten references and referrals regularly from the Airport Manager. Mr. Dunn added that the workforce is diverse, including minorities and females. Mr. Dunn added that the position was posted, per the union contract and no internal candidates were interested in the position.

On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission unanimously approved the vacancies:

<u>Department</u>	<u>Title</u>
OPED	Deputy Director
Parks and Recreation, Zoo	Maintainer I (8) Seasonal
Parks & Rec, Parks Maintenance	Maintainers (50); Seasonal; 5 with CDL
Parks & Rec, Golf Course	Assistant Golf Course Managers (3); Seasonal
Parks & Rec, Golf Course	Head Starters (2); Seasonal
Parks & Rec, Golf Course	Starters/Rangers/Ticket Sellers (20); Seasonal
Parks & Rec, Golf Course	Junior Groundskeepers (2); Seasonal
Parks & Rec, Golf Course	Groundskeepers (14); Seasonal
Public Safety	Telecommunicator (3)
Public Facilities – Airport	Airport Certification Specialist

### 3. Merit Increases – CERTIFIED

On a motion made by Commissioner Correa and seconded by Commissioner McBride, the Commission unanimously certified the merit increases effective May 1, 2013, for:

#### ROADWAY

Michael Lauro	Maintainer II	\$32,365 (1) to \$34,069 (2)
Mark Bonaventura	Maintainer II	\$34,069 (2) to \$35,768 (3)
Carlos De Moura	Maintainer II	\$34,069 (2) to \$35,768 (3)

#### SANITATION & RECYCLING

Nicky Alamo	Maintainer III	\$38,392 (3) to \$40,218 (4)
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### 4. Permanent Appointments – CERTIFIED

On a motion made by Commissioner McBride and seconded by Commissioner Correa the Commission unanimously certified the following permanent appointment effective February 6, 2013:

LAST NAME	FIRST NAME	TITLE	DEPARTMENT	EFFECTIVE
DeAngelis	Carla	Telecommunicator	Public Safety	02/06/2013

**5. Fire Grievances – TABLED**

Mr. Dunn told the Commission that prior to the start of the Commission meeting, Mr. Robert Whitbread, President IAFF, Local 834, asked to remove Griev 2012-12 FF James Boyle Article 5 Disciplinary Action and Griev 2012-15 Drug test (hair) because he was moving them both to Hartford and added that Fire Chief Brian Rooney was on board. Mr. Whitbread asked that Griev 2012-13 Class Action Days off for Captain Exam, be tabled. On a motion made by Commissioner Correa and seconded by Commissioner McBride, the Commission unanimously tabled Griev 2012-13 Class Action Days off for Captain Exam.

**6. Fire Grievances – TABLED**

Mr. Dunn explained that Mr. Robert Whitbread asked to remove Griev 2012-16 FF David Greene Article 5 Disciplinary Action and Griev 2012-17 FF Ron Reed Article 5 Disciplinary Action because he was moving them both to Hartford and that Chief Rooney was on board with this. Mr. Whitbread asked that Griev 2012-19 FF Joao Santos Disciplinary Action, be tabled. On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission unanimously tabled Griev 2012-13 Class Action Days off for Captain Exam.

**7. Wanda Givens – NO ACTION**

City Attorney John Mitola said that he is waiting for Ms. Givens to withdraw a CHRO complaint and that she needed time to have her attorney review what he had drawn up. There was not a quorum at the meeting to table the matter since Commissioner McBride recused himself from the matter at the March Commission meeting. Commissioner Correa asked if Ms. Givens was on administrative leave and Attorney Mitola replied that she was back to work. Attorney Mitola advised that at the May Commission meeting there would be a motion to extend the probation period for Ms. Givens by 3 months.

**8. Thomas White – TABLED**

This matter is regarding Mr. White's layoff from the City of Bridgeport. Mr. Dunn explained that Attorney Bucci sent a letter saying he had been ordered into Federal Court for April 9 and that a continuance was requested. Mr. Dunn said he does recommend the matter to be tabled however, this is the 3<sup>rd</sup> request from Attorney Bucci and Mr. Dunn told Attorney Bucci that this would be the last time the matter can be tabled. Mr. Dunn added that City Attorney Mark Anastasi questioned why this was on the agenda as layoffs are not under the Commission's purview. Mr. Dunn asked Attorney Mitola if he had any information about the matter. Attorney Mitola said that Attorney John Bohannon had been retained to represent the City's interest. There was a discussion about outside legal representation and the City Attorney's office being short staffed.

Commissioner Correa asked if other issues before the Commission were limited to 3 continuances and both City Attorney Mitola and Mr. Dunn said that there had been many. Attorney Mitola added that he believed that Attorney Bucci is on trial right

now. On a motion made by Commissioner McBride and seconded by Commissioner Correa the Commission unanimously tabled the matter for the 3<sup>rd</sup> and final time barring any extreme situations.

Mr. Dunn asked that the VanGrowski matter be moved to the end of the agenda in the event that Commissioner Richard Rodgers is able to attend the meeting. It had been agreed that Commissioner Correa would not vote on the termination since her son, Sgt. Correa, works in the Training Academy. A quorum was unavailable at this point.

#### **10. Pending Legal Issues at City Attorney's Office**

Commissioner Guedes said that she had discussed with Attorney Mitola the idea that Commissioners should not be taken by surprise by any pending litigation. Attorney Mitola said that he has a weekly meeting with his colleagues and he will speak with them about any litigation involving one of the Commissioners. The matter will be a standing agenda item. He recommended that the Commission go into executive session to discuss the pending litigation of Chambers v. City of Bridgeport. At 2:45 p.m. the Commission entered executive session. At 3:05 p.m. the Commission returned to public session.

It is noted for the record that a phone call was put into Commissioner Rodgers but he was not reached.

#### **11. NELP Criminal Records Directive**

Mr. Dunn explained to the Commissioners that Commissioner Correa spoke with him about a document regarding federal legislation and that Attorney Mitola was in the process of reviewing it. Mr. Dunn said that he believed the City did follow the suggestions. Commissioner Correa explained that vendors of the City should apply the same standards that the City does when hiring employees. Mr. Dunn stated that a policy from Council or the Administration to Purchasing may be needed. Commissioner Correa said that she has seen construction workers from New Jersey working on area projects. She said if we don't legislate it, it won't probably happen. The workforce needs to reflect the diversity of this community. She added that it is very important for the economic well-being of the citizens in Bridgeport.

Commissioner McBride added that the Mayor and unions have Project Labor Agreement where all employees on a job are City of Bridgeport residents. Commissioner Guedes added that Deb Caviness in the Small Business and Minority Resource office ensures that bids are in compliance with African American/Women/Hispanic owned businesses. Mr. Dunn stated that he would forward Commissioner Correa's email about NELP to Deborah Caviness.

#### **12. Michael VanGrowski Termination; TABLED**

The Commission has received a request from Police Chief Joe Gaudett to terminate probationary police recruit Michael VanGrowski for failing to pass the Cooper's Standards at the 50<sup>th</sup> percentile. Mr. Dunn suggested that the Commission have a special meeting for the hearing when all the Commissioners could be present. The

possible dates of Tuesday, April 23 and Wednesday, April 24 at are options, at 1:30 p.m. All involved will receive correspondence in the mail when the date is decided. On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission unanimously tabled the VanGrowski termination.

## **12. Personnel Director's Report**

Mr. Dunn reported that the Fire Lieutenant written exam will be given on May 4, followed by oral and tactical assessments the following week. The candidates will be video recorded and the panels will review all candidate tapes. In this way, the 2 panels will see every candidate and no claims of panel differences of difficulty or ease can be made. Following the Fire Lieutenant exam the office will give a Fire Pumper Engineer exam and then a Police Lieutenant and Police Sergeant exam. It is anticipated that the 2 Police promotional exams will follow the same video and panel assessment procedure as the Fire Lieutenant exam.

Commissioner Guedes asked Police Chief Joseph Gaudett if lateral transfers are allowed in the Bridgeport Police Department and he replied that they were not allowed. He did say that once hired there may be an abbreviated training process. Mr. Dunn explained that the applicant has to take the entry level exam and all further tests such as polygraph, psychological, physical, etc. Lt. Lonnie Blackwell discussed that in the last rookie class, Quinn, who dropped out of the Academy after a day, had been a police officer in Bristol. Lt. Blackwell added that at least 1 month of training is required, but that the time is discretionary based on the behavior of the candidate in the Academy. He further added that not all police officers from other parts of Connecticut or other states have been trained in what Bridgeport needs in a police officer. He discussed Academy experiences for new recruits with Marina Village and Green Homes residents and the poor to expose them to an inner city environment, in addition to other areas of training.

Mr. Dunn said that Bridgeport rules are different than other municipalities because of Civil Service rules. He mentioned that Stratford just changed the pension from a defined benefit to a 401K. There may be Stratford Police Officers who will now want to work for Bridgeport because of this. There was a discussion about a 2 year rule and that Police Chiefs do not like when a police officer is trained in their town and leaves to work in a different town. Captain Robert Sapiro said this is called poaching. Commissioner Correa said that she has had to train someone to work with a white population. Lt. Blackwell noted that departments prefer that their police officers are trained in Hartford, New Haven, or Bridgeport. Chief Gaudett said that Bridgeport police officers are trained in the spirit of service. Commissioner Correa said that the motto of the Rotary Club is service above self and now peace through service.

On a motion made by Commissioner McBride and seconded by Commissioner Correa the April 9, 2013 meeting of the Civil Service Commission adjourned at 3:35 p.m.